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**ACTION PLAN****2013-2016 The Collaborative to Support Initially Licensed Professionals**

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STRATEGIES		BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes					
Objective:	02.01	By the end of the 2013-2014 school year, procedures will be established to guide the Collaborative in providing support for effective induction programs. [Major Project 2013-14]			
02.01.01	To provide participating school systems networking opportunities to plan effective induction programs for beginning teachers with relevant preparation for the first day/first year of teaching.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Monthly meetings  Connect Teams  Regional Representatives  Show and Tell Sessions  Shared LEA Training Materials	-Ralph Evans, Director -LEA Representatives	Meeting minutes  Agendas  Attendance Records
02.01.02	To identify a list of the critical attributes that are essential to the design of high quality local programs that support beginning teachers.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Committee consisting of representation from LEA Representatives, ECU Partners, Support Coaches, and Beginning Teachers.  Virtual Collaboration tools	-Induction Program Committee -LEA Representatives	Attendance records Participant evaluations Debriefing session Critical attributes list

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<b>Objective:</b>	<b>03.01</b>	By the end of the 2014-2015 school year, tools will be developed to assist administrators and veteran teachers to enhance support for beginning teachers. [Major Project 2013-14]			
03.01.01	To identify a list of the critical attributes that are essential to the design of high quality local programs that support the skill development of veteran teachers and administrators.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Access to research on teacher induction  Access to researchers to conduct studies on the effectiveness of the induction practices employed  Virtual Collaboration tools	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -ECU Partner	Attendance records  Participant evaluations  Debriefing session  Critical attributes list
03.01.02	To administer surveys to veteran teachers and administrators who work with new teachers to determine areas of support needed.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Professional Standards  Online surveys  Access to researchers who can help with survey design and assist with data analysis	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -ECU Partner	Survey results and findings
03.01.03	To develop recommendations for how principals can apply practices addressed in their evaluation process that supports the development of beginning teachers.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Experts who will help with the design of these modules  Data gathering tools	-Ralph Evans, Director -Administrative Support Committee -ECU Partner	Completed support skills module